# blacknewsdigest

NEWS
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IN THIS ISSUE:

BLACK LABOR DEPARTMENT OFFICIAL
PROMOTES WOMEN'S JOB RIGHTS

$31 MILLION IN BACK PAY, EXPANDED JOB OPPORTUNITIES
FOR MINORITIES, WOMEN IN AGREEMENT SIGNED BY STEELMAKERS

AGREEMENT BETWEEN GOVERNMENT, MAJOR STEEL COMPANIES
WILL BE EQUAL OPPORTUNITY 'MILESTONE', BRENNAN SAYS

OUTREACH PROGRAM HELPS 30,000;
WILL CONTINUE TO HAVE 'HIGH PRIORITY'

11 MORE LOCALITIES TO GET
COMPREHENSIVE MANPOWER GRANTS

MACNASB NAMED DEPUTY DIRECTOR,
OFFICE OF FEDERAL CONTRACT COMPLIANCE

REVISED CONSUMER PRICE INDEX TO REFLECT
EXPENDITURES OF MORE AMERICANS

OSHA, DISTRICT OF COLUMBIA SIGN
JOB SAFETY AND HEALTH AGREEMENT

OSHA CONDUCTED 6,780 JOB SAFETY AND
HEALTH INSPECTIONS IN FEBRUARY

WORLD OF WORK
FACTS ON HIRING
TEENS FOR SUMMER

VIRGINIA KNAUER'S 'DEAR CONSUMER' COLUMN

FILLERS FROM THE U.S. DEPARTMENT OF LABOR



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**The Local Angle:**

## REGIONAL INFORMATION OFFICES

The U.S. Department of Labor operates through 10 regional offices located in major cities across the country. If you want a local angle on a news or feature story provided through this service--or have a direct news inquiry--you may contact one of the offices listed below. This listing includes the names, addresses and telephone numbers of the Assistant Regional Directors for Information and the states in their regions:

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BLACK LABOR DEPARTMENT OFFICIAL
PROMOTES WOMEN'S JOB RIGHTS

BOSTON -- Maybe it's because she served as a major in the armed forces and now holds a high ranking government job that makes it impossible for Oleta Crain to understand why women allow men to climb the promotion ladder while they remain in lower-paying jobs.

As federal women's program coordinator and equal employment opportunity officer for the Boston office of the U.S. Department of Labor, Ms. Crain travels around the country encouraging women to push for job promotion rights. She also tells them to educate themselves to meet qualifications for higher paying employment.

"To me education is most important. If women want to be able to compete with men for top positions, they have to be educated to an equal or higher degree," she said.

Ms. Crain holds two undergraduate degrees: one in history from Lincoln University in Jefferson City, Mo., and one in business administration from the University of Maryland's extension university in Heidelberg, Germany.

While in the service, Ms Crain attended the University of Vienna School of International Relations and Cambridge University in England and is currently in a master's of public administration program at Northeastern University in Boston.

"I like the competitiveness of school," she said. "I know if I can hack that I can stay on top of anything. If you stay out of school for more than three years, you really get behind the times."

(MORE)





Ms. Crain's military experience began in 1943 as a member of the Women's Army Auxiliary Corps. In 1949, when the order came through that officers were to be given assignments regardless of sex, she went to Westover, Mass., as part of an intelligence unit.

Then it was Alaska, where she remembers that women were not allowed to wear pants in the subzero weather because "they thought we would look too masculine, although the men were issued long underwear," she recalls.

Ms. Crain continued on to England for three years and in 1955 returned to the United States to attend manpower management officers' school. She returned to Europe as a manpower officer and in this new role travelled to Turkey, Saudi Arabia, Paris and Holland, doing evaluation studies at American military installations.

"I was always well received, although the men weren't expecting a woman in uniform. Once in Saudi Arabia I had to change into civilian clothes before they would talk to me," she remembers.

After her military retirement in 1964, Ms. Crain did substitute teaching and volunteer work in a New York youth corps project.

Also in 1964 she joined the Labor Department as a manpower development specialist in Washington. She took a brief leave of absence from that job to organize a project helping Job Corps graduates acclimate themselves into the working world. The project was sponsored by the YMCA.

(MORE)

Ms. Crain's return to government took her to Boston. Her time is now devoted to making women aware of their employment potentials and helping them achieve their professional goals. She has appeared on two Boston television shows and was recently a guest on a two hour Boston radio show called "Behind Every Great Woman."

On her speaking tours, Ms. Crain is amazed to find that women are still in "dark ages" when it comes to knowing their civil rights.

"I am amazed that in 1974 I not only have to talk to women about equality but find so many are complacent in their situation and still others are too frightened about it to take action," she said.

# # #

Week of April 22, 1974

## $31 MILLION IN BACK PAY, EXPANDED JOB OPPORTUNITIES FOR MINORITIES, WOMEN IN AGREEMENT SIGNED BY STEELMAKERS

WASHINGTON -- Nine of the nation's major steel companies have signed an agreement with the federal government to expand job opportunities for minorities and women and to give them almost $31 million in back pay.

The agreement -- one of the most significant equal employment opportunity settlements obtained by the government -- was announced by Attorney General William B. Saxbe, Secretary of Labor Peter J. Brennan, and Chairman John H. Powell, Jr., of the Equal Employment Opportunity Commission.

The agreement is contained in two consent degrees filed in U.S. District Court in Birmingham, Ala., which resolve an employment discrimination suit filed at the same time.

The nine steelmakers will pay $30,940,000 to an estimated 40,048 employees--blacks, Hispanic American, and women--at 249 facilities. Amounts will range from a minimum of $250 to upwards of $3,000, based on length of service and hourly earnings.

Companies named in the suit and signers of the consent decrees were Allegheny-Ludlum Industries, Inc.; Armco Steel Corporation; Bethlehem Steel Corporation; Jones & Laughlin Steel Corporation; National Steel Corporation; Republic Steel Corporation; United States Corporation; Wheeling-Pittsburgh Steel Corporation; and Youngstown Sheet & Tube Company.

The United Steelworkers of America, AFL-CIO, was also named as a defendant in the suit and signed one of the consent decrees.

The nine companies, which produce about 73 percent of the raw steel in the United States, employ 347,679 workers, including 52,545 black, 7,646 Hispanic Americans, and 10,175 women.

(MORE)

The suit, filed by the Justice Department on behalf of Secretary Brennan and by EEOC, charged the steel companies and union with violating Executive Order 11246, which prohibits discrimination by federal contractors, and Title VII of the Civil Rights Act of 1964.

The suit said the companies have followed a policy of hiring and assigning employees on the basis of race, color, sex, and national origin, with minority and women employees assigned to the less desirable and generally lower-paying jobs with the least opportunity for advancement.

In addition, the suit said the companies have engaged in such other discriminatory practices as requiring more stringent qualifications for minority and women employees and failing to provide training and opportunities for advancement to supervisory positions.

The suit said Steelworkers Union contracts with the companies also deprive minority and women employees of opportunities to compete with white men for better-paying jobs.

The contracts, the suit said, establish seniority systems based on length of service in occupations, lines of progression, and departments from which the minority and women workers have been excluded or had only limited access.

The consent decrees, which were approved by U.S. District Judge Same C. Pointer, Jr., contain these significant provisions:

BACK PAY

The $30,940,000 will be distributed to 34,449 black and Spanish-surnamed male employees who were hired for production and maintenance jobs

(MORE)





before 1968, to 5,599 women employees in those jobs now, and to minority and women employees who retired from those jobs during th past two years.

The distribution formula is designed to provide the greatest back pay to employees who were most adversely affected by the alleged discriminatory practices.

Individual payments will be determined by an Audit and Review Committee composed of five company members, five union members, and a government representative.

Payment costs will be allocated among the nine companies on the basis of their proportion of minority and women employees to the total of such employees.

GOALS AND TIMETABLES

Goals and timetables are established to increase the number of minority and women workers in jobs where they have been underutilized.

Half of the openings in trade and craft jobs will be filled by minority and women employees.

In addition, first-year goals call for the hiring of women for 20 percent of all vacancies in production and maintenance jobs, the hiring of minority employees for 15 percent of all vacancies in clerical and technical jobs, and the selection of minority and women employees for 25 percent of the vacancies in supervisory jobs or for management training.

SENIORITY RIGHTS

All future promotions, step-ups, demotions, layoffs, recalls, and other practices affected by seniority will be determined by length of service at each plant, rather than in a specific unit or department of the plant.

(MORE)

TRANSFER RIGHTS AND EARNINGS PROTECTION

Employees are authorized to transfer to other jobs on a plant-wide basis.

If an employee transfers to a lower-paying job in order to take advantage of greater opportunities for advancement, the employee will retain his or her present wage rate.

TEST VALIDATION

Hiring tests will be validated under current EEOC guidelines on employment selection procedures.

CONTINUING REVIEW

Implementation Committees will be established at each plant, composed of at least two union members, one of whom shall be a minority member; an equal number of company members; and a government representative.

These committees will assure that the terms of the settlement are implemented, including the goals and timetables.

The Audit and Review Committee will also provide continuous review of the companies' compliance with the decrees, as well as the need for changes in the new seniority structure.

The decrees are the result of the five and a half months of negotiations between the companies, union, and government to reform discriminatory features of employment practices in the steel industry.

Similar industry-wide equal employment agreements have been obtained from American Telephone and Telegraph Company and major trucking companies.

# # #





AGREEMENT BETWEEN GOVERNMENT, MAJOR STEEL COMPANIES
WILL BE EQUAL OPPORTUNITY 'MILESTONE', BRENNAN SAYS

WASHINGTON -- Secretary of Labor Peter J. Brennan predicted that the agreement with nine major steel companies and the steelworkers' union "will prove a milestone in the federal government's efforts to assure to every American full equality in employment."

In the largest settlement ever obtained by the government in a case of this kind, more than 40,000 employees-blacks, Hispanic Americans and women--will receive a substantial amount of back pay and also will benefit from expanded job opportunities.

Following is the full text of the statement made by Secretary Brennan at a press conference:

This is an historic occasion. It marks an agreement to create and implement a program that will ensure equal employment opportunity in hiring and promotion in one of our Nation's basic industries.

We in the Labor Department are proud of our role in helping to secure the largest settlement ever obtained by the government in a case of this kind. More than 40,000 black, Hispanic American and women employees of the steel industry will receive not only a substantial amount of back pay, but also will benefit from expanded job opportunities.

I am proud that three government agencies have cooperated in achieving this settlement.

This high degree of cooperation should reassure the citizens of the United States that they can bring a problem to one agency to their government and count on a fair and positive solution from the government as a whole.

(MORE)

As Secretary of Labor, I am pleased that this case was resolved through voluntary action by nine of the largest steel producers and by the union with which they have collective bargaining agreements, the United Steelworkers of America. I commend the companies and the union for this exercise of statesmanship in the public interest.

The union's participation ensures that both Title VII of the Civil Rights Act of 1964 and Executive Order 11246 will be complied with in a way most likely to protect the rights of workers and to preserve peaceful labor-management relations in the industry.

The Labor Department's participation in this case reflects our continuing concern for the rights of all working Americans, regardless of race, religion, sex, age or national origin.

The Labor Department moved in January 1973 to obtain a court order enforcing equality of employment opportunity at the Sparrows Point, Maryland, works of Bethlehem Steel, one of the participants in this settlement.

This early action, involving one installation, paved the way for today's breakthrough by three federal agencies affecting most of this basic industry and its workers.

I am proud of the hard work of our staff on this case. I should like to mention particularly Under Secretary of Labor Richard F. Schubert, who first called the parties together and worked personally with them, sometimes in sessions lasting around the clock. He was ably supported by the Solicitor of Labor, William J. Kilberg, and David Drachsler and Stephen Feigin, attorneys in the Solicitor's Office, and Leonard Bierman

(MORE)





associate director of the Office of Federal Contract Compliance.

I am convinced that this settlement will prove a milestone in the federal government's efforts to assure to every American full equality in employment."

# # #

OUTREACH PROGRAM HELPS 30,000;
WILL CONTINUE TO HAVE 'HIGH PRIORITY'

NEW ORLEANS -- The U.S. Labor Department's program to train minority youths to pass apprenticeship entrance examinations has moved 30,000 into skilled trades in seven years and "will continue to have a high priority," Under Secretary of Labor Richard F. Schubert said.

Schubert addressed the Sixth Annual Urban League Labor Affairs Training Conference in New Orleans.

Though the Comprehensive Employment and Training Act of 1973 (CETA) decentralizes most of the Nation's manpower effort, it gives the Secretary of Labor authority to extend manpower services to special target groups, Schubert said.

Minority youths who have been assisted by apprenticeship outreach programs make up one of the special target groups covered by this legislation, he pointed out.

Citing the special need for continuing the Apprenticeship Outreach program, sponsored in many cities by the Urban League, Schubert said the unemployment rate for minority teenagers has been more than double the teenage average.

Last month's unemployment rate for blacks and other minority groups was 33.8 percent, compared with 15 percent for all teenagers.

Schubert pointed out that many jobless young blacks are concentrated in major cities.

Considering these factors, Schubert said that "there is a mandate for action in many areas, foremost among which is our national system of apprenticeship."

(MORE)





The labor under secretary emphasized that the apprenticeship outreach program is designed to help minority youths into apprenticeship opportunities and on the road toward journeyman status.

Schubert added that CETA, the new manpower bill, is in essence, an outreach program "to put the federal dollars out where the needs are, and the power out where the people are."

He said the new law "signals the beginning of a period when the federal government is going to be reaching out to provide greater flexibility and effectiveness on the local level."

Schubert called upon the Urban League to respond to the challenge "with continued enthusiasm, creativity, and performance."

# # #

Week of April 22, 1974

11 MORE LOCALITIES TO GET
COMPREHENSIVE MANPOWER GRANTS

WASHINGTON -- Secretary of Labor Peter J. Brennan named 11 additional jurisdictions that can receive grants as prime sponsors under the new Comprehensive Employment and Training Act (CETA). This brings the total to 502.

The prospective new sponsors were chosen under a special provision (Section 102) of the Act that authorizes the Secretary of Labor in "exceptional circumstances" to select as a prime sponsor an otherwise ineligible unit of general local government or any combination of such units.

The new prime sponsors are:

-- Lowell, Mass. (and surrounding towns)
-- Mayaquez, Puerto Rico
-- Roanoke, Va. (and surrounding cities and counties)
-- Wilmington, Del.
-- East St. Louis, Ill.
-- Union and Johnson Counties, Ill.
-- Texarkana, Ark. and Texas and surrounding counties (subject to completing interstate compact)
-- Webb County, Texas
-- Richmond, Calif.
-- Imperial County, Calif.
-- Humboldt County, Calif.

The Act and the regulations it authorizes define an area under "exceptional circumstances" as one serving a substantial portion of a functioning labor market area or a rural area with a high level of unemployment that has demonstrated it has the capability for effectively carrying out a comprehensive manpower program. These areas must also have a special need for services under CETA such as a high proportion of older workers or high school dropouts, a high unemployment rate, substantial outmigration, or

(MORE)





unique commuting programs. These localities must also demonstrate that their prime sponsorship will provide administrative and programmatic advantages over other methods of delivering services under CETA.

Earlier this year, Brennan named 491 prime sponsors under the general provisions of the Act. They provide that states, units of local government with 100,000 or more population, or any combination of local government units that includes one with 100,000 or more population, can become prime sponsors for the purpose of delivering comprehensive manpower services.

The new Act will eliminate most of the categorical programs now operating and substitute special grants to States and localities serving as prime sponsors so they can offer comprehensive manpower services tailored to local needs.

The new comprehensive programs begin July 1, 1974, and will enable prime sponsors to provide such services as: recruitment, counseling, testing, placement, classroom vocational instruction, on-the-job training, work experience, and transitional public service employment.

The CETA is administered by the Labor Department's Manpower Administration.

# # #

MACNABB NAMED DEPUTY DIRECTOR,
OFFICE OF FEDERAL CONTRACT COMPLIANCE

WASHINGTON -- Alexander Stuart MacNabb has been named Deputy Director of the Office of Federal Contract Compliance (OFCC) of the U.S. Department of Labor.

Philip J. Davis, Director of OFCC, said MacNabb will assist him in administration of Executive Order 11246, which prohibits discrimination in federally-involved contract work for reasons of race, color, religion, sex, and national origin. The presidential order also requires contractors to take affirmative action to assure equal employment opportunity.

The scope of OFCC's responsibility includes an estimated 250,000 Federal contractors who employ more than one-third of the Nation's work-force.

MacNabb, a 44-year-old native of Bay Shore, N.Y., is of American Indian descent. He attended Suffield Academy, Suffield, Conn., and received the B.A. degree from Colgate University and a law degree from Washington and Lee University. He served two years in the Navy.

From 1960 to 1965 MacNabb owned and operated his own publishing and public information firm in Bay Shore. He was with the U.S. Office of Economic Opportunity from 1966 to 1970, lastly as Special Assistant to the Director, Community Action Program.

In his last year at the Bureau of Indian Affairs, he was detailed to the Office of the Assistant Secretary for Program Development and Budget. While there he developed a training program which left behind permanent Indian business entities.

MacNabb and his wife, the former Kathleen Noonan of Bay Shore, reside at 129 North Oakland Street, Arlington, Va. They have five children.

# # #





REVISED CONSUMER PRICE INDEX TO REFLECT
EXPENDITURES OF MORE AMERICANS

WASHINGTON -- Beginning in April 1977, the Consumer Price Index will reflect the buying experience of a much larger percentage of American consumers, the U.S. Department of Labor's Bureau of Labor Statistics announced.

Commissioner of Labor Statistics Julius Shiskin explained that the 1977 revision will reflect expenditures of nearly 80 percent of the population, compared with 55 percent at present.

Shiskin testified before a subcommittee of the Joint Economic Committee of Congress.

"The CPI now reflects spending patterns of only urban wage and clerical workers," he said. "The new index will also cover salaried workers, professional workers, the self-employed, retired workers, and unemployed workers."

(Some rural nonfarm consumers as well as urban consumers will be included.)

The expansion of coverage is only one of several changes being made as part of the Bureau's periodic effort to improve and update the index.

The revision program of the Consumer Price Index now under way and to be completed in 1977 will reflect changes in consumer buying patterns -- what people spend their income on and where they spend it -- since the early 1960s when the last revision took place. The revised index will include:

-- A new "market basket," based on a survey of consumer expenditures for commodities and services;

-- New weights reflecting the proportions of expenditures for food, fuel, medical services, and other products people buy, and

-- A new sample of stores where people buy, and reflecting shifts in retail purchases, such as from central cities to suburbs and from retail stores to mail order houses.

(More)

Commissioner Shiskin explained that this expanded CPI coverage was necessary because an increasing number of groups are using the index for escalation and because the index is the most widely used monthly indicator of inflationary pressures for the entire economy.

In addition to the 5.1 million workers covered under escalator clauses in collective bargaining agreements, the CPI will be used to escalate payments to approximately 44 million others, including almost 29 million Social Security beneficiaries, almost 2 million retired military and Federal civil service employees and survivors, 600,000 postal workers, and about 13 million food stamp recipients. In addition, an undertermined number of people automatically get escalated payments under rental, royalty, and child support agreements.

Shiskin said that the improvements in the CPI were developed by the Bureau of Labor Statistics, following discussions with users of the index and technical experts in and out of government.

# # #





OSHA, DISTRICT OF COLUMBIA SIGN
JOB SAFETY AND HEALTH AGREEMENT

WASHINGTON -- The Occupational Safety and Health Administration (OSHA) and the Director of Columbia have signed a one-year agreement giving the District authority to enforce federal job safety and health laws, the U.S. Department of labor announced.

The District will receive $196,879 in federal funds to finance 50 percent of the cost of enforcement activity.

Under the agreement, the D.C. Minimum Wage and Industrial Safety Board will assign 15 safety inspectors and one industrial hygienist to fulltime inspection activity in all areas of work in the private sector. They will inspect for violations of OSHA standards and recommend to OSHA citations and penalties for alleged hazards.

OSHA also will establish a field station in the District of Columbia to monitor the program and conduct follow-up inspections, bringing to 101 the number of OSHA field locations throughout the nation.

The agreement, under Section 7(c)(1) of the Occupational Safety and Health Act of 1970, is for a year.

Meanwhile, D.C. officials and OSHA will cooperate in drawing up a plan acceptable to OSHA that will cover all D.C. workers on a permanent basis.

Twenty-five states have OSHA-approved plans, and 21 others, including D.C., have plans under review.

State job safety and health programs must be at least as effective as the OSHA program before they can be approved under law.

# # #

OSHA CONDUCTED 6,780 JOB SAFETY AND HEALTH INSPECTIONS IN FEBRUARY

WASHINGTON -- The Department of Labor announced the Occupational Safety and Health Administration (OSHA) conducted 6,780 inspections during February.

The weekly average of 1,695 inspections was nearly double the weekly average of 919 in February 1973.

In February 1974 OSHA issued 4,722 citations to employers alleging 26,668 violations of job safety and health standards. Proposed penalties totaled $520,072.

From its inception April 28, 1971, through January 1974 OSHA made 130,407 inspections resulting in 85,175 citations alleging 434,259 violations, with proposed penalties totaling $11,114,205.

Of that amount, $8,002,555 has been remitted to the Secretary of the Treasury. The balance represents funds not yet collected, plus penalties proposed by OSHA that were reduced or vacated by order of the independent Occupational Safety and Health Review Commission after employer appeals.

# # #



*World of Work*

# Facts On Hiring Teens For Summer

By PETER J. BRENNAN
*Secretary of Labor*

**QUESTION: I own a small business and have been flooded with requests from young people for summer jobs. Could you give me some facts about hiring teenagers? What different types of jobs may they hold?**

ANSWER: Under federal law, young people who are 18 may work at any job. Teenagers who are 16 years old may work at most jobs -- other than the few classified as hazardous by the Secretary of Labor -- in manufacturing, warehouses, laundries and drycleaning plants, hospitals and restaurants. For a list of the jobs declared hazardous, contact your local Wage and Hour Division office, listed under U.S. Department of Labor in your telephone directory. Fourteen-year-olds may hold a variety of jobs. For example, they may work as fruit packers, errand runners and office clerks. In retail stores, they may bag and carry out customers' orders and trim windows and in food-service establishments, they may prepare and serve food and beverages at lunch counters. Remember that 14- and 15-year-olds may hold only office and sales jobs in manufacturing and mining companies, processing occupations, and in work connected with warehousing, storage, transportation, communication, public utilities and construction. For more information on hiring young people, contact your local wage and hour office. Teenagers can be your most willing and able workers.

* * * *

**QUESTION: I work in a state that operates its own job safety and health plan. May I complain if I think the state is not doing a good job in a particular area?**

ANSWER: Yes. The Occupational Safety and Health Administration (OSHA) is looking for public comments and complaints about a state's performance. OSHA seeks this information as part of its continuous monitoring and evaluation of state program performance. Comments may be offered orally or in writing to the OSHA regional office having jurisdiction over the state concerned. If requested, OSHA will keep such comments and complaints anonymous. OSHA regional offices are in Atlanta, Boston, Chicago, Dallas, Denver, Kansas City, New York, Philadelphia, San Francisco, and Seattle and are listed in the telephone directory under U.S. Department of Labor.

* * * *

*Editor's note: If you have a question regarding job training and placement, labor-management relations, job health and safety, equal employment opportunity, wages and hours, employment and unemployment, prices and earnings and other matters involving the U.S. Department of Labor, send it to:*

**Peter J. Brennan**
**Secretary of Labor**
**"World of Work"**
**U.S. Department of Labor**
**Washington, D.C. 20210**

*Dear Consumer*

# U.S. Helps Insure On Floods, Crime

By Virginia Knauer
Special Assistant to the President
and Director
Office of Consumer Affairs
Department of Health, Education and Welfare

Right now is an especially useful time for you to learn about the National Flood Insurance Program.

When rivers become swollen with springtime's melting ice or by spring and summer storms, we all worry about flooding—whether the flood waters rise less than a foot or become disasters, such as along the Mississippi last year.

Flood insurance, subsidized by the Federal Government, is available to homeowners and to businessmen at moderate rates. You can buy it from any insurance agent if your community participates in the program. Your agent can tell you whether your community is already covered.

If your community is not yet participating—and if you live in a "flood-prone" area—you should urge your local government officials to join the program. They can get full information from Federal Insurance Administration, Washington, D.C. 20410. The procedure for participating is simple. And the protection for citizens is extremely valuable.

My office was involved in helping the people of Wilkes-Barre after that city in my home state of Pennsylvania was flooded in 1972. I was shocked to learn that only two families in that area were covered by flood insurance. Now that the Federal Government's program is more well-known, I hope that everyone who faces the risk of floods there—and everywhere—is buying this insurance.

Crime insurance is equally valuable. Under the Federal Crime Insurance Program, property can be insured against burglary and robbery in states designated as "critical areas."

The key facts about this crime insurance are that it cannot be cancelled because of claims against it, and the insurer cannot refuse to renew the policy. Also important: Rates are reasonable. You can buy this federally subsidized insurance from any insurance agent if you live in an eligible state.

There are now 14 eligible states in addition to the District of Columbia: Connecticut, Delaware, Florida, Illinois, Kansas, Maryland, Massachusetts, Missouri, New Jersey, New York, Ohio, Pennsylvania, Rhode Island and Tennessee.





FILLERS FROM THE U.S. DEPARTMENT OF LABOR

The Hawes-Cooper Act governing the shipment of convict-made goods in interstate commerce was passed in 1929.

* * *

The Railway Labor Act's prohibition of employer interference or coercion in the choice of bargaining representatives was upheld by the Supreme Court in 1930.

* * *

The Davis-Bacon Act, providing for payment of prevailing wages to laborers and mechanics employed by contractors and subcontractors on public construction, was passed in 1931.

* * *

The Wagner-Peyser Act created the U.S. Employment Service in the Department of Labor in 1933.

* * *

The National Apprenticeship Act, establishing the Bureau of Apprenticeship in the U.S. Department of Labor, was passed in 1937.

* * *

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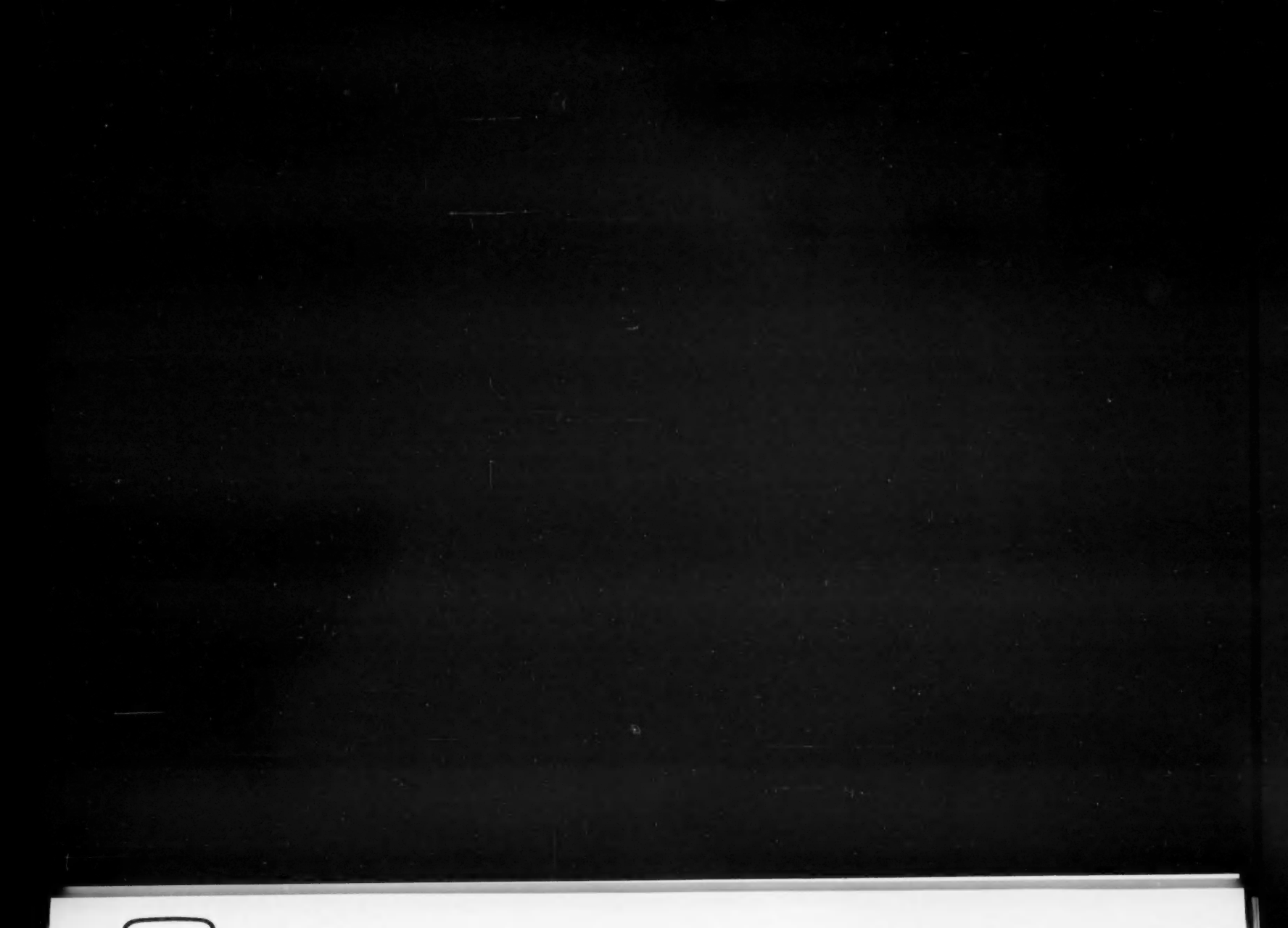
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